General Assembly

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Sixty-third session
Agenda item 123

Resolution adopted by the General Assembly

[on the report of the Fifth Committee (A/63/639)]

63/250. Human resources management

The General Assembly,

Recalling Articles 8, 97, 100 and 101 of the Charter of the United Nations,

Recalling also its resolutions 49/222 A and B of 23 December 1994 and 20 July 1995, 51/226 of 3 April 1997, 52/219 of 22 December 1997, 52/252 of 8 September 1998, 53/221 of 7 April 1999, 55/258 of 14 June 2001, 57/305 of 15 April 2003, 58/296 of 18 June 2004, 59/266 of 23 December 2004, 60/1 of 16 September 2005, 60/260 of 8 May 2006, 61/244 of 22 December 2006, 61/276, section VIII, of 29 June 2007, 62/238, section XXI, of 22 December 2007 and 62/248 of 3 April 2008, as well as its other relevant resolutions and decisions,

Reaffirming that the staff of the United Nations is an invaluable asset of the Organization, and commending its contribution to furthering the purposes and principles of the United Nations,

Paying tribute to the memory of all staff members who have lost their lives in the service of the Organization,

Having considered the relevant reports on human resources management submitted to the General Assembly,[1]

Having also considered the report of the Office of Internal Oversight Services on an in-depth evaluation of the Office of Human Resources Management[2] and the addendum to the report of the International Civil Service Commission for 2006,[3]

Having further considered the related reports of the Advisory Committee on Administrative and Budgetary Questions,[4]

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[1] A/61/206, A/61/694 and Add.1, A/61/732, A/61/806 and Add.1, A/61/822, A/61/823, A/61/850, A/61/861, A/61/957, A/61/1029, A/62/185, A/62/186, A/62/215, A/62/274, A/62/285, A/62/315, A/62/707 and Add.1, A/62/845 and Add.1, A/62/890, A/63/132, A/63/189, A/63/204, A/63/208, A/63/282, A/63/285, A/63/290, A/63/298, A/63/301 and A/63/310 and Add.1–3.

[2] A/63/221.

[3] *Official Records of the General Assembly, Sixty-first Session, Supplement No. 30*, addendum (A/61/30/Add.1).

[4] A/62/7/Add.14 (for the final text, see *Official Records of the General Assembly, Sixty-second Session, Supplement No. 7A*) and A/63/526 and Corr.1.

Endorses the conclusions and recommendations contained in the reports of the Advisory Committee on Administrative and Budgetary Questions, subject to the provisions of the present resolution;

I

Human resources management reform

1. *Emphasizes* the fundamental importance of human resources management reform in the United Nations as a contribution to the strengthening of the international civil service, recalls, in this context, the reports of the International Civil Service Commission, and reaffirms its commitment to the implementation of these reforms;

2. *Stresses* the importance of a meaningful and constructive dialogue between staff and management, in particular on human resources-related issues, and calls upon both parties to intensify efforts to overcome differences and to resume the consultative process;

3. *Expresses concern* over the fact that staff representatives from New York and Geneva have withdrawn from participation in the Staff-Management Coordination Committee, and reiterates its call to the staff representatives from New York and Geneva and management to intensify efforts to overcome differences and to engage in a consultative process;

4. *Requests* the Secretary-General to take advantage of the existing mechanisms for conflict resolution and mediation as deemed useful and appropriate in order to facilitate renewed dialogue between staff and management;

5. *Recalls* section I, paragraphs 1 and 3, of its resolution 61/244, bearing in mind article VIII of the Staff Regulations, and requests the Secretary-General to submit proposals to the General Assembly at its sixty-fifth session to review the staff-management mechanism for addressing human resources management issues, in consultation with relevant bodies;

6. *Takes note* of the report of the Office of Internal Oversight Services on an in-depth evaluation of the Office of Human Resources Management, in particular the recommendations set out in section VI thereof;

7. *Requests* the Secretary-General, taking into account paragraph 22 of the report of the Advisory Committee on Administrative and Budgetary Questions,[5] to ensure that measures to identify and promote future leaders have clear criteria and mechanisms for selection, and that they are implemented within the framework of the staff selection system, and to provide information on their precise financial implications;

II

Contractual arrangements and harmonization of conditions of service

1. *Stresses* the need for rationalization of the current United Nations system of contractual arrangements, which lacks transparency and is complex to administer;

2. *Approves* the new contractual arrangements which would comprise three types of appointments (temporary, fixed-term and continuing), under one set of Staff

[5] A/63/526 and Corr.1.

Rules, effective 1 July 2009, as set out in its resolution 62/248 and subject to the provisions of the present resolution;

3. *Requests* the Secretary-General not to appoint any staff to continuing contracts before 1 January 2010 pending consideration by the General Assembly of the additional information concerning the implementation of continuing contracts;

4. *Also requests* the Secretary-General to report to the General Assembly at its sixty-fourth session on the following issues with a view to the implementation of a system for the continuing appointment regime by 1 January 2010:

(*a*) Rigorous and transparent procedures for granting continuing appointments to staff, including the criteria for eligibility, the relationship with disciplinary measures and the central management of conversions;

(*b*) The role of the performance appraisal system and options for strengthening it to ensure that staff members considered for continuing appointments have demonstrated the highest standards of efficiency, competence and integrity, taking into account any deliberations of the International Civil Service Commission on this issue;

(*c*) The financial and management implications of converting appointments from fixed-term to continuing appointments, and the possible establishment of a ceiling on the number of conversions;

(*d*) Analysis of the implications of the proposed continuing appointments for the system of geographical ranges;

(*e*) Rigorous and transparent procedures to review the performance of staff and the continuing need for functions when determining the granting and termination of an appointment of a staff member, as well as clear and firm lines of accountability, to fully ensure that the granting and termination of continuing contracts is undertaken in a fair and transparent manner, with full regard to due process and the rights of staff;

(*f*) Options for ensuring that successful candidates from national competitive examinations and language staff are not disadvantaged by proposed changes;

(*g*) Analysis of the implications for Junior Professional Officers;

(*h*) The potential ramifications of the proposed amendment to staff regulation 9.1;

5. *Decides* to continue to suspend until 30 June 2009 the application of the four-year limit for appointments of limited duration under the 300 series of the Staff Rules in peacekeeping operations;

6. *Authorizes* the Secretary-General, bearing in mind paragraph 5 of the present section, to reappoint under the 100 series of the Staff Rules those mission staff whose service under 300-series contracts has reached the four-year limit by 30 June 2009, provided that their functions have been reviewed and found necessary and that their performance has been confirmed as fully satisfactory;

7. *Decides* that temporary appointments are to be used to appoint staff for seasonal or peak workloads and specific short-term requirements for less than one year but could be renewed for up to one additional year when warranted by surge requirements and operational needs related to field operations and special projects with finite mandates;

8. *Also decides* that staff on temporary contracts would be eligible to receive only the following benefits and allowances: post adjustment; rental subsidy; hazard pay; hardship allowance; the daily subsistence allowance portion of the assignment grant; leave (depending on the length of contract); home leave (per classification of duty station); and limited shipment allowance;

9. *Requests*, in this regard, the Secretary-General to provide information on the circumstances in which the renewal of a temporary appointment for up to one additional year could be granted;

10. *Decides* that the field staff serving on 300-series appointments of less than four years who are not performing temporary functions are to be given mission-specific fixed-term contracts until such time as they have gone through a competitive process subject to the review of a central review body;

11. *Also decides* that staff on 100-, 200- and 300-series contracts serving in locations other than peacekeeping operations and special political missions for a cumulative period of more than one year who are not performing temporary functions are to be given fixed-term contracts until such time as they have gone through a competitive process subject to the review of a central review body;

12. *Requests* the Secretary-General to submit to the General Assembly for consideration at the first part of its resumed sixty-third session draft regulations by which the streamlined system of contracts could be implemented;

13. *Also requests* the Secretary-General to evaluate the impact of the implementation of the new system of contracts, including its financial implications, and to report to the General Assembly on this matter no earlier than at its sixty-seventh session;

14. *Further requests* the Secretary-General to discontinue the practice of assigning staff from Headquarters to missions on a travel status basis for a period of more than three months;

15. *Recalls* section V, paragraph 2, of its resolution 51/226, in which it requested the Secretary-General to make efforts to achieve the level of 70 per cent of permanent appointments in posts subject to geographical distribution;

16. *Encourages* the Secretary-General, in accordance with legislative mandates, to ensure a judicious mix of career and fixed-term appointments, so as to have an appropriate balance between institutional memory, long-term commitment and independence and the ability to bring in fresh insight and expertise, and to dismiss non-performing staff;

17. *Recognizes* that an effective and credible performance appraisal system is an important element in the implementation of the new contractual arrangements;

18. *Acknowledges* the need to centrally manage the conversion from fixed-term to continuing appointments on a competitive and transparent basis;

19. *Decides* to revert at its sixty-fifth session to the proposal of the Secretary-General to create a cadre of civilian career peacekeepers in the light of the lessons learned from the implementation of the new arrangements for contracts and conditions of service;

20. *Stresses* that the fair and equitable implementation of new contractual arrangements will be directly linked to the effective functioning of the new system of administration of justice;

21. *Decides* that there shall be no expectations, legal or otherwise, of renewal or conversion of a fixed-term contract, irrespective of the length of service, and requests the Secretary-General to reflect this provision in the rules and regulations as well as offers and letters of appointment;

22. *Also decides* that, in the context of the Secretary-General's proposal, "in the interest of the good administration of the Organization" is to be interpreted principally as a change or termination of a mandate;

23. *Reaffirms* that, while continuing appointments are not implemented, successful candidates from national competitive recruitment examinations and staff from language services after two years of probationary service will continue to be granted open-ended appointments according to the current practice;

24. *Decides* that the period of service of Junior Professional Officers shall not be taken into account as part of the requisite period of service for a continuing appointment;

25. *Notes* that the International Civil Service Commission will be reviewing all separation payments, including the possibility of an end-of-service bonus;

26. *Decides* to designate existing established missions as family missions and existing special missions as non-family missions, effective 1 July 2009;

27. *Also decides* that all staff appointed or assigned to non-family missions shall be installed in accordance with conditions of the United Nations common system, without the special-operations approach;

28. *Requests* the International Civil Service Commission to keep the issue of United Nations common system conditions of service in the field under review;

29. *Decides* to keep the issue of United Nations common system conditions of service in the field under review;

30. *Approves* the introduction of a rest and recuperation scheme to include travel time, appropriate to the location, but no payment of travel to the staff member, for internationally recruited staff members in United Nations field operations to replace the occasional recuperation break, effective 1 January 2009;

III

Recruitment and staffing

1. *Reiterates* that the Secretary-General has to ensure that the highest standards of efficiency, competence and integrity serve as the paramount consideration in the employment of staff, with due regard to the principle of equitable geographical distribution, in accordance with Article 101, paragraph 3, of the Charter of the United Nations;

2. *Reaffirms* that measures on meeting organizational mandates, accountability targets and indicators of achievement, including with respect to geographical distribution of staff and gender balance, contained in human resources action plans and recruitment procedures, including selection decisions, shall fully correspond to the provisions contained in Article 101, paragraph 3, of the Charter as well as in relevant General Assembly mandates;

3. *Notes* that the upcoming demographic transition of United Nations staff will present organizational challenges in terms of staff continuity and possible loss of institutional knowledge as well as opportunities to rejuvenate the Organization;

4. *Emphasizes* the need for strategic workforce planning to proactively support the human resources needs of the United Nations, and in this regard urges the Secretary-General to pursue efforts in this area as a matter of priority;

5. *Urges* the Secretary-General to ensure that outreach activities cover positions both at Headquarters and in the field;

6. *Recognizes* the importance of speeding up the recruitment and staffing process, in accordance with Article 101, paragraph 3, of the Charter, which will ensure that staff are diverse, multi-skilled and versatile;

7. *Acknowledges* the need to simplify the current reference check for speeding up the recruitment process, and requests the Secretary-General to review the procedure and take necessary actions as soon as possible;

8. *Decides* that, in order to ensure the transparency of the recruitment process, all specific vacancy announcements shall continue to be advertised;

9. *Requests* the Secretary-General to continue to ensure equal treatment of candidates with equivalent educational backgrounds during the recruitment process, taking fully into account that Member States have different educational systems and that no education system shall be considered the standard to be applied to the Organization;

10. *Invites* the Secretary-General, when appointing officials at the D-1 and D-2 levels in departments of the Secretariat that provide backstopping and/or policy guidance to field missions, to fully consider the relevant field experience of the candidates, as one of the highly desirable appointment criteria;

11. *Underlines* that the upgraded electronic staff selection system of the United Nations must be clear, simplified, user-friendly and accessible to potential candidates and that regular monitoring must be in place to ensure transparency and non-discrimination, and requests the Secretary-General to report thereon to the General Assembly at its sixty-fifth session;

12. *Recognizes* that pre-screened rosters can considerably expedite the recruitment process in the United Nations;

13. *Notes* that the existing rosters for Headquarters and established duty stations under the current staff selection system have design flaws and have not been utilized widely to fill vacancies;

14. *Acknowledges* the necessity of ensuring transparency and accountability with respect to recruitment of general temporary assistance and consultants;

15. *Reaffirms* section II, paragraph 6, of its resolution 61/244, in which it decided to retain the criterion of geographical status in the staff selection system as one of the key elements to ensure geographical balance at each level for posts subject to geographical distribution;

16. *Requests* the Secretary-General to ensure that all anticipated and immediate vacancies are properly advertised and filled quickly, and to report on the success of this endeavour to the General Assembly at its sixty-fifth session;

17. *Emphasizes* the importance of the participation of staff representatives in the work of the central review bodies, and requests the Secretary-General and invites staff representatives to engage in a consultative process with a view to resuming the participation of staff representatives in the work of the central review bodies;

18. *Requests* the Secretary-General to include analysis of the implementation of the human resources action plans in the context of the report on the composition of the Secretariat;

19. *Recognizes* the added value that a redesign panel could bring to the reform of the recruitment and staffing processes;

20. *Decides* to revert to the issue of establishing a redesign panel for this purpose at its sixty-fifth session;

IV

National competitive examinations

1. *Reaffirms* that national competitive examinations are the source of recruitment for P-2 posts subject to geographical distribution in order to reduce non-representation and underrepresentation of Member States in the Secretariat;

2. *Requests* the Secretary-General to submit to the General Assembly, for consideration at its sixty-fifth session, a feasibility study, building on audit reports, to determine whether the broadening of the scope of the national competitive examination would serve to further strengthen the capacity of the Organization for programme delivery, as recommended by the Advisory Committee on Administrative and Budgetary Questions in its report;

3. *Notes with concern* that a large number of candidates who have passed national competitive examinations remain on the roster for years;

4. *Requests* the Secretary-General to ensure the expeditious placement of successful candidates from national competitive examinations;

5. *Welcomes* the enhanced efforts of the Secretary-General to centrally manage the placement of successful candidates from national competitive examinations, and requests him to intensify these efforts and to report thereon to the General Assembly at its sixty-fifth session;

6. *Requests* the Secretary-General to report to the General Assembly at its sixty-fifth session on the implementation of the recommendations of the Joint Inspection Unit aimed at reducing the length of the national competitive recruitment examination process and improving the national competitive recruitment examination roster management, as well as setting time frames for completion of the process;

7. *Also requests* the Secretary-General, in his capacity as Chairman of the United Nations System Chief Executives Board for Coordination, to further cooperate within the framework of the Human Resources Network, making better use of national competitive recruitment examinations and existing rosters, and improving inter-agency mobility;

8. *Recognizes* the importance of the Secretary-General providing career development opportunities and support, including enhancing mobility for all staff, including those recruited from national competitive examinations;

V

Accountability

1. *Recalls* its resolution 61/244 and all other relevant resolutions on human resources management, including geographical distribution and gender representation

in posts, and stresses the accountability of the Secretary-General for implementation and the concrete results obtained for these important principles and mandates;

2. *Emphasizes* that robust and proactive monitoring is essential at all levels, and requests the Secretary-General to ensure that the Office of Human Resources Management continues to strengthen its monitoring of delegated authority for human resources management, including compliance with geographical and gender targets and the prompt filling of vacancies;

3. *Notes* that the senior managers' compacts are meant to improve the management of the Organization, inter alia, by increasing accountability and transparency at the senior level, and in this regard urges the Secretary-General to implement measures that adequately address the performance of senior managers, especially with regard to achieving goals and targets;

VI

Performance appraisal system

1. *Emphasizes* that a credible, fair and fully functioning performance appraisal system is critical to effective human resources management policies;

2. *Expresses concern* over the lack of credibility and effectiveness of the current performance appraisal system, and stresses the need for it to accurately reflect the full range of performance, in order to be able to reward staff for excellent performance and impose sanctions for underperformance and to strengthen the link between performance and career progression, in particular for those staff members in managerial positions;

3. *Notes* the intention of the Secretary-General to begin utilizing 360-degree performance appraisals, and requests the Secretary-General to report to the General Assembly at its sixty-fifth session on how this can be further implemented;

4. *Requests* the Secretary-General to review the current performance appraisal system in consultation with staff through the appropriate channels, and to report thereon to the General Assembly at its sixty-fifth session;

VII

Mobility

1. *Reaffirms* section VIII of its resolution 59/266;

2. *Stresses* that the purpose of enhancing mobility is to improve the effectiveness of the Organization and to foster the skills and capacity of staff;

3. *Decides* to review the regulations and rules of the Organization relating to the exercise by the Secretary-General of his authority to assign and deploy staff according to the operational needs of the Organization, and requests him to submit proposals in this regard to the General Assembly at its sixty-fifth session;

4. *Regrets* that the Secretary-General's mobility policies failed to achieve their intended purposes;

5. *Notes* the intention of the Secretary-General as set out in his report[6] to suspend the managed mobility programmes upon completion of the D-1/D-2

[6] A/63/208.

exercise, in order for a review to be undertaken, including on the maximum period of occupancy of post and lessons learned, with a view to developing proposals on the mobility policy, taking into account recommendations of the Task Force on Human Resources Management, in consultation with all relevant stakeholders, including staff associations, and requests him to report thereon to the General Assembly at its sixty-fifth session in the context of his report on human resources management, with an analysis of cost and benefits, bearing in mind paragraph 46 of the report of the Advisory Committee on Administrative and Budgetary Questions;

6. *Requests* the Secretary-General to submit proposals aimed at encouraging voluntary mobility of staff in the context of the review of the mobility policy, without prejudice to the different needs of duty stations and the field;

7. *Emphasizes* that the scope of the mobility policy should be well defined;

VIII

Career development and support

1. *Requests* the Secretary-General, in complying with paragraph 17 of the report of the Advisory Committee on Administrative and Budgetary Questions, to make all possible efforts within existing resources;

2. *Reaffirms* the importance of defining the target and strategy of training and career development;

3. *Requests* the Secretary-General to make full use of the grade structure and to submit a concrete proposal to the General Assembly at the sixty-fifth session on how and where P-1 positions might be used more effectively;

4. *Also requests* the Secretary-General to submit proposals on a strategy to implement an efficient and effective training and professional development programme in the context of the budget submission for the biennium 2010–2011;

5. *Further requests* the Secretary-General to ensure that each vacancy announcement identifies accurately the skills, education and experience required for the position;

6. *Recognizes* the core role played by programme managers in career development and support, and requests the Secretary-General to strengthen the evaluation of their managerial skills and their performance in fostering staff career development;

IX

Measures to improve equitable geographical representation/composition of the Secretariat

1. *Recalls* its resolution 42/220 A of 21 December 1987, by which it introduced the current system of desirable ranges;

2. *Requests* the Secretary-General to continue his ongoing efforts to attain equitable geographical distribution in the Secretariat and to ensure as wide a geographical distribution of staff as possible in all departments, offices and levels, including the Director level and higher levels, of the Secretariat;

3. *Recalls* section X, paragraph 12, of its resolution 61/244, and expresses concern over the increase that has taken place in the number of unrepresented and underrepresented Member States since 2006;

4. *Regrets* the current insufficient accountability of heads of departments in achieving equitable geographical distribution in the Secretariat;

5. *Welcomes* the continuing efforts of the Secretary-General to improve the situation of unrepresented and underrepresented Member States and of those which might become underrepresented under the system of desirable ranges;

6. *Notes* the analysis of the level of underrepresentation in the reports of the Secretary-General on the composition of the Secretariat;[7]

7. *Reiterates its request* to the Secretary-General to take all necessary measures to ensure, at the senior and policymaking levels of the Secretariat, equitable representation of Member States, especially those with inadequate representation at those levels, and to continue to include relevant information thereon in all future reports on the composition of the Secretariat;

8. *Reiterates its requests* to the Secretary-General to present proposals to effectively increase the representation of developing countries in the Secretariat, and to report thereon to the General Assembly at its sixty-fifth session;

9. *Welcomes* the efforts of the Secretary-General to set specific targets throughout the Organization in order to increase recruitment from unrepresented and underrepresented Member States;

10. *Considers* that encouragement of recruitment from unrepresented and underrepresented Member States as well as gender balance targets shall not disallow other qualified candidates from competing;

11. *Reiterates its request* to the Secretary-General to ensure, through the Management Performance Board, the monitoring of the implementation of human resources action plans, including the principle of equitable geographical distribution in the Secretariat at all levels, as set out in relevant General Assembly resolutions, and the verification of the effective application of measures of transparency and accountability, including in the selection, recruitment and placement processes;

12. *Reiterates its request* as contained in section X, paragraph 8, of its resolution 61/244;

13. *Recalls* paragraph 22 of its resolution 62/250 of 20 June 2008, and requests the Secretary-General to ensure the proper representation of troop-contributing countries in the Department of Peacekeeping Operations and the Department of Field Support, of the Secretariat, taking into account their contribution to United Nations peacekeeping;

14. *Re-emphasizes* that the system of geographical ranges was designed to apply to countries rather than to regions or groups;

15. *Recalls its request* to the Secretary-General to reduce, to the extent possible, the number of unrepresented and underrepresented Member States in the Secretariat by 30 per cent by 2010, compared to the level in 2006, and requests him to report to the General Assembly thereon, as appropriate, in the context of his report on human resources management;

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[7] A/62/315 and A/63/310 and Add.1-3.

16. *Reaffirms* that the system of desirable ranges is the mechanism for recruitment of staff to posts subject to geographical distribution, in accordance with Article 101, paragraph 3, of the Charter;

17. *Recognizes* that considerable change has taken place in the composition and the number of staff of the global United Nations Secretariat in the past two decades, recalls the reports of the Secretary-General,[5] and requests him to submit to the General Assembly, at its sixty-fifth session, proposals for a comprehensive review of the system of desirable ranges, with a view to establishing a more effective tool to ensure equitable geographical distribution in relation to the total number of staff of the global United Nations Secretariat;

18. *Requests* the Secretary-General to gradually incorporate within his report on the composition of the Secretariat the overall number of staff, regardless of sources of funding, on contracts of one year or more;

19. *Reiterates its request* as contained in section X, paragraph 15, of its resolution 61/244, and recalls section II, paragraph 2, of its resolution 42/220 A;

X

Gender representation

1. *Reaffirms* the goal of 50/50 gender distribution in all categories of posts within the United Nations system, especially at senior and policymaking levels, with full respect for the principle of equitable geographical distribution, in conformity with Article 101 of the Charter, and regrets that progress towards attaining this goal has been slow;

2. *Expresses concern* at the continuing low proportion of women in the Secretariat, in particular the low proportion of women from developing countries, especially at the senior levels, and stresses that, in the recruitment process, the continuing lack of representation or underrepresentation of women from certain countries, in particular from developing countries, should be taken into account and that those women should be accorded equal opportunities, in full conformity with relevant resolutions;

3. *Notes with concern* that, in posts subject to the system of desirable ranges, only 33 women from developing countries were recruited between 1 July 2007 and 30 June 2008 among the 96 women appointed during that period;

4. *Requests* the Secretary-General to increase his efforts to attain and monitor the goal of gender parity in the Secretariat, in particular at senior levels, and in this context to ensure that women, especially those from developing countries and countries with economies in transition, are appropriately represented within the Secretariat, and to report thereon to the General Assembly at its sixty-fifth session;

5. *Notes* the renewed effort the Secretary-General has made towards attaining this goal, particularly the decision to design and implement a forward-looking strategy under the leadership of the Deputy Secretary-General, and encourages him to further strengthen these efforts;

[5] A/58/767 and A/59/724.

6. *Requests* the Secretary-General, in the context of attaining this goal, to develop and implement recruitment targets, time frames for meeting those targets and accountability measures;

7. *Encourages* Member States to support the efforts of the Secretary-General by identifying more women candidates and encouraging them to apply for appointment to positions in the Secretariat and by creating awareness among their nationals, in particular women, of vacancies in the Secretariat;

XI

Consultants, individual contractors, gratis personnel and employment of retired staff

1. *Requests* the Secretary-General to adhere to existing guidelines on the selection and recruitment of consultants and individual contractors;

2. *Expresses concern* over the increase in the use of consultants, especially in the core activities of the Organization, stresses that the use of consultants should be governed by the relevant resolutions of the General Assembly, in particular resolution 53/221, section VIII, and that they should drawn from the widest possible geographical basis, and requests the Secretary-General to make the greatest possible use of in-house capacity and to report to the Assembly at its sixty-fifth session on the measures taken to that effect;

3. *Reiterates its concern* that the continuous trend of hiring staff retirees for extended periods of time increased in the last biennium;

4. *Reiterates* that employment of retirees in decision-making positions should occur only in exceptional circumstances;

5. *Requests* the Secretary-General to include, in future reports on the employment of retirees, analysis on reasons for patterns and trends that emerge from data presented;

XII

Report of the Ethics Office

1. *Notes with appreciation* the contributions of the Ethics Office to promoting integrity within the Organization;

2. *Welcomes* the establishment of the United Nations Ethics Committee;

3. *Requests* the Secretary-General to clarify the roles of the Ethics Office, the Office of the Ombudsman, the Office of Internal Oversight Services and other related offices, and to report the findings, as well as the measures taken to avoid overlapping of mandates, to the General Assembly at its sixty-fifth session;

4. *Also requests* the Secretary-General to discuss with the executive heads of the specialized agencies, funds and programmes, within the framework of the United Nations System Chief Executives Board for Coordination, areas of possible cooperation and cost savings on ethics-related matters;

5. *Further requests* the Secretary-General to include in his report on the activities of the Ethics Office, information on the activities of the Ethics Committee, including a review of any complex ethics issues dealt with by the Committee, if deemed relevant;

XIII

Other matters

1. *Notes with concern* that many disciplinary cases have not been completed in a reasonable time, and requests the Secretary-General to include in his annual report information on measures taken to increase the number of cases closed;

2. *Invites* the Sixth Committee to consider the legal aspects of the report of the Secretary-General entitled "Implementation of the Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials and Experts on Mission"[9] without prejudice to the role of the Fifth Committee as the Main Committee of the General Assembly responsible for administrative and budgetary matters;

3. *Requests* the Secretary-General to report to the General Assembly at its sixty-fifth session on the implementation of the human resources management information technology system;

4. *Also requests* the Secretary-General to strengthen programmes to promote health in hardship posts, including through psychological support and disease awareness, with a view to promoting productivity and a better work environment;

5. *Takes note* of the report of the Secretary-General on measures to address the imbalance in the geographical distribution of the staff in the Office of the United Nations High Commissioner for Human Rights;[10]

6. *Also takes note* of the amendments to the Staff Rules as contained in the annex to the above-mentioned report.[10]

74th plenary meeting
24 December 2008

[9] A/61/1029.

[10] A/61/823.

General Assembly

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Sixty-third session
Agenda item 125

Resolution adopted by the General Assembly

[*on the report of the Fifth Committee (A/63/640)*]

63/251. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 61/239 of 22 December 2006 and 62/227 and 62/238 of 22 December 2007,

Having considered the report of the International Civil Service Commission for the year 2008,[1]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Reaffirming the statute of the Commission[2] and the central role of the Commission and the General Assembly in the regulation and coordination of the conditions of service of the United Nations common system,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;

2. *Takes note* of the report of the Commission for the year 2008;[1]

3. *Reiterates its invitation* to the Secretary-General, in his capacity as Chairman of the United Nations System Chief Executives Board for Coordination, to urge the heads of the organizations of the United Nations common system to fully support the work of the Commission, in conformity with its statute,[2] by providing it with relevant information in a timely manner for studies that it conducts under its statutory responsibilities for the common system, as well as by other possible means;

[1] *Official Records of the General Assembly, Sixty-third Session, Supplement No. 30* (A/63/30).

[2] Resolution 3357 (XXIX), annex.

4. *Encourages* the Commission to continue to coordinate and regulate the conditions of service of staff of the organizations of the common system, bearing in mind the limitations imposed by Member States on their national civil services;

5. *Recalls* article 28 of the statute of the Commission;[2]

A. Conditions of service for both categories of staff

1. Education grant

1. *Approves*, with effect from the school year in progress on 1 January 2009, the recommendations of the Commission in paragraph 62 of its report[1] and annex II thereto;

2. *Requests* the Commission to report on the methodological review of the education grant to the General Assembly at its sixty-fifth session;

2. Performance management

1. *Reiterates* the importance of developing mechanisms for better differentiating levels of performance;

2. *Requests* the Commission to work closely with organizations to identify workable means of rewarding performance;

3. *Welcomes* the work of the Commission in benchmarking innovative practices in the area of performance management, and encourages the Commission to keep performance management under review;

4. *Requests* the Commission to submit an updated performance management framework to the General Assembly;

B. Conditions of service of staff in the Professional and higher categories

1. Evolution of the margin

Recalling section I.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

1. *Notes* that the margin between net remuneration of United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2008 is estimated at 114.7 and that the average margin level for the past five years (2004–2008) stands at 112.9;

2. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

2. Base/floor salary scale

Recalling its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding

base net salary levels of officials in comparable positions serving at the base city of the comparator civil service,

Approves, with effect from 1 January 2009, as recommended by the Commission in paragraph 79 of its report,[1] the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories contained in annex IV to the report;

3. Children's and secondary dependant's allowances

Approves, with effect from 1 January 2009, as recommended by the Commission in paragraph 129 of its report,[1] the revised flat-rate allowance and the transitional measure thereto;

4. Mobility/hardship

1. *Recognizes* the hardship conditions under which staff members are often required to perform their official duties, and the personal disruption that operationally required mobility may impose on staff;

2. *Approves*, with effect from 1 January 2009, as recommended by the Commission in paragraph 94 of its report,[1] the revised level of the hardship, mobility and non-removal allowances;

3. *Welcomes* the intent of the Commission to review whether the mobility/hardship continues to fulfil the purposes for which it was established;

4. *Encourages* the Commission to further refine the mobility/hardship scheme in order to foster, in particular, the achievement of organizational objectives;

5. *Requests* the Commission to report on the outcome of its planned review of the mobility/hardship scheme to the General Assembly at its sixty-fifth session;

5. Gender balance/geographical balance

1. *Notes with disappointment* the insufficient progress made with regard to the representation of women in the organizations of the United Nations common system, and in particular their significant underrepresentation at senior levels;

2. *Notes* the decisions of the Commission contained in paragraph 109 of its report;[1]

3. *Invites* the Commission to continue to monitor future progress in achieving gender balance, including the aspect of regional representation if it deems it appropriate, and to make recommendations on practical steps that should be taken to improve the representation of women in the organizations of the United Nations common system;

C. Conditions of service of staff in the General Service and other locally recruited categories

Review of the methodology for surveys of best prevailing conditions of employment at headquarters and non-headquarters duty stations

Notes paragraph 148 of the report of the Commission,[1] and requests the Commission to report on the methodological review to the General Assembly at its sixty-fourth session;

D. Conditions of service in the field

1. Effectiveness and impact of recruitment and retention measures at difficult duty stations

1. *Welcomes* the decision of the Commission to undertake a global staff survey to complement the findings of its studies;

2. *Invites* the Commission to conduct similar staff surveys periodically in support of its work, as well as any follow-up surveys;

3. *Requests* the Commission to continue its consideration of issues related to recruitment and retention and to report thereon as appropriate;

2. Hazard pay for internationally recruited staff

Expresses its appreciation for staff who live and work under hazardous conditions in the service of the United Nations;

E. Strengthening of the international civil service

Reaffirming that the staff is an invaluable asset of the Organization, and commending its contribution to furthering the purposes and principles of the United Nations,

1. *Emphasizes* that the capacity of the Commission as a source of technical expertise and policy advice should be further strengthened;

2. *Stresses* that the work of the Commission shall be given the importance and attention it deserves by the governing bodies of the organizations of the common system;

3. *Requests* the Commission to closely monitor the developments in the organizations of the United Nations common system in order to insure the effective regulation and coordination of the conditions of service in the common system;

4. *Notes* the decision of the Commission to keep the Senior Management Network programme under review, and, bearing in mind paragraph 178 of its report,[1] requests the Commission to monitor the envisaged redesigning of the programme and to report thereon to the General Assembly at its sixty-fourth session.

74th plenary meeting
24 December 2008